



## Equality Duty

**Our vision is for all our children:**



<i>Date of last review and future reviews</i>	<i>Updates / changes since last review</i>	<i>Chair of Governors</i>
<i>This duty was reviewed and agreed by governing body in November 2024 and supersedes all previous policies relating to this area. Implementation is with immediate effect and review is annual.</i>	<i>No changes</i>	<i>Neel Dakshy</i>

We are committed to ensuring equality of opportunity in line with the Equality Act 2010. We aim to reduce disadvantages, discrimination and inequalities of opportunity, and promote diversity in terms of our pupils, our workforce and the community in which we work.

We will assist our pupils in achieving to their very best potential. Where pupils experience barriers to their success we will work with them to address these in a sensitive and sympathetic way. We will teach our pupils the importance of equality and what forms discrimination can take and the impact discrimination can have.

We will not discriminate on any of the grounds listed below (known as the Protected Characteristics) save where such discrimination is permitted by law. Examples of permitted discrimination are:

1. The school may arrange pupils in classes based on age.
2. The school may take positive action to deal with particular disadvantages affecting pupils of one racial group if this is a proportionate means of dealing with the issue.

The Protected Characteristics that apply to schools are:

- Age (in relation to staff only);
- Disability;
- Gender re-assignment;
- Marriage and civil partnership (in relation to staff only);
- Pregnancy and Maternity;
- Race;
- Religion Faith or Belief;
- Sex; and
- Sexual orientation.

As a Governing Body and employer we will also not accept any of the following:

- Direct or Indirect Discrimination;



- Harassment; and
- Victimisation.

We will comply with the Public Sector Equality Duty giving due regard to that duty when making decisions, taking actions and developing policies. In line with its specific duties under the Equality Act 2010, we will publish our equality objectives which are updated every four years.

### **Eliminating discrimination**

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions. Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct. Staff and governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings.

### **Advancing equality of opportunity**

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Sharing attainment data each academic year showing how pupils with different characteristics are performing
- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have
- Taking steps to meet the particular needs of people who have a particular characteristic
- Encouraging people who have a particular characteristic to participate fully in any activities
- In fulfilling this aspect of the duty, the school will:
- Analysing data to determine strengths and areas for improvement. Implement actions in response.

### **Consulting the school community**

The views of parents and carers are regularly sought, including those from protected characteristics. We have actively sought parent governors who reflect the diversity of the school to help us make better informed strategic decisions.



## Our equality objectives (set in September 2021 and for review September 2025):



For children from all ethnic groups and children with disabilities to leave school with secure knowledge of our school curriculum. The evidence of our success with this will be in the children's end of KS2 reading and maths outcomes.



For children from all ethnic groups and children with disabilities to leave school as confident communicators. The main source of evidence will be in the children's books across the curriculum and through discussion with pupils.



For children and staff to have a growing understanding of racism, prejudice and inequality and to actively stand against them. The evidence of our success with this will be in the school curriculum, the school behaviour policy and most importantly in discussion with children, staff and parents.



For children from all ethnic groups and children with disabilities to be inspired by our curriculum and the inspirational people within it. The evidence of our success with this will be through discussion with children and in the quality of their work.



For children from all ethnic groups and children with disabilities to be creative. The evidence of our success with this will mainly be in the quality of their work.